

IDAHO EMPLOYEE BENEFIT SURVEY

Full-time employees in Idaho are nearly twice as likely to be offered benefits as part-time employees, according to a recent survey conducted by the Idaho Department of Labor (IDOL). The size of a business and the type of industry are also important factors in determining whether employees receive benefits and which benefits are offered.

Table 1: Results of State of Idaho Benefit Survey

	Full-Time	Part-Time	Percent Full-Time	Percent Part-Time
Raises Given	1521	750	92.7%	67.0%
Raises Planned	1316	653	80.2%	58.4%
Paid Leave				
Paid Holidays	1421	404	86.6%	36.1%
Paid Sick Leave	1000	294	61.0%	26.3%
Paid Vacation	1508	362	92.0%	32.4%
Paid Personal Leave	405	50	24.7%	4.5%
Paid Maternity Leave	570	241	34.8%	21.5%
Paid Paternity Leave	290	38	17.7%	3.4%
Paid Funeral Leave	659	106	40.2%	9.5%
Paid Jury Duty Leave	892	303	54.4%	27.1%
Insurance				
Health Insurance	1337	306	81.5%	27.3%
Dependent Health Insurance	1022	263	62.3%	23.5%
Dental Plan	936	266	57.1%	23.8%
Vision Plan	721	231	44.0%	20.6%
Life Insurance	805	248	49.1%	22.2%
Disability Insurance	587	233	35.8%	20.8%
Long-Term Disability	341	30	20.8%	2.7%
Retirement				
Retirement Plan Offered	1047	497	63.8%	44.4%
Defined Contribution	688	420	42.0%	37.5%
Defined Benefit	213	62	13.0%	5.5%
Misc Benefits				
Wellness Program	452	217	27.6%	19.4%
Child Care	28	12	1.7%	1.1%
Profit Sharing	243	47	14.8%	4.2%
Employee Discounts	387	195	23.6%	17.4%
Relocation Assistance	246	11	15.0%	1.0%
Uniform/Tool Allowance	191	52	11.6%	4.6%
Telecommuting	209	30	12.7%	2.7%
Flex-Time	216	113	13.2%	10.1%
Other	29	6	1.8%	0.5%

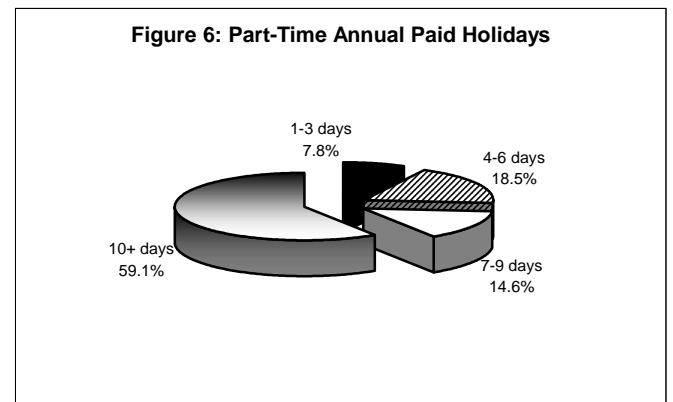
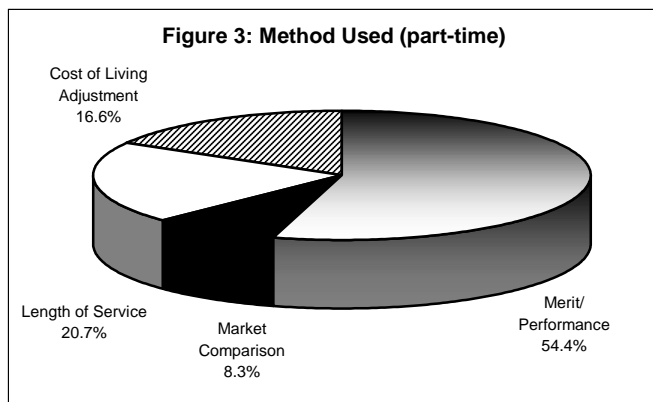
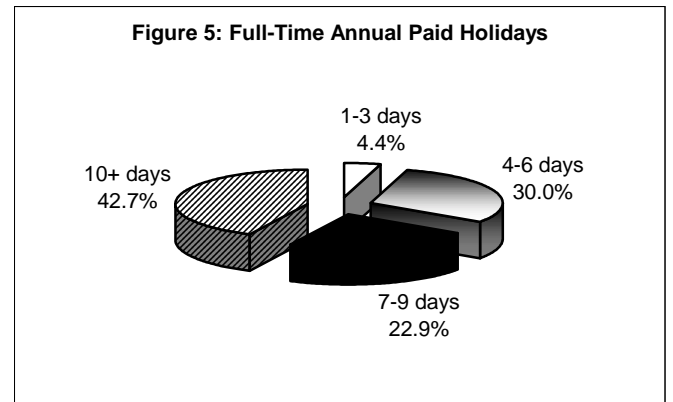
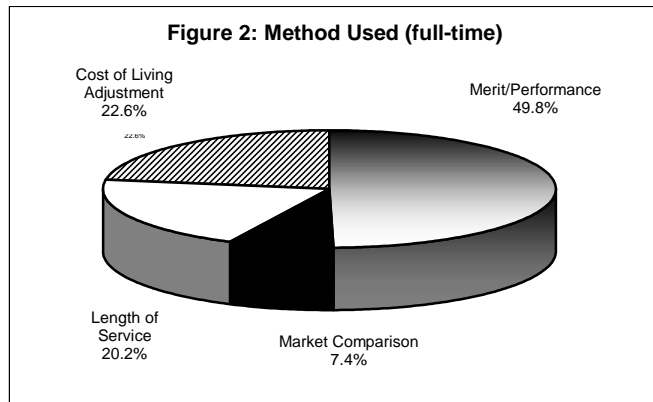
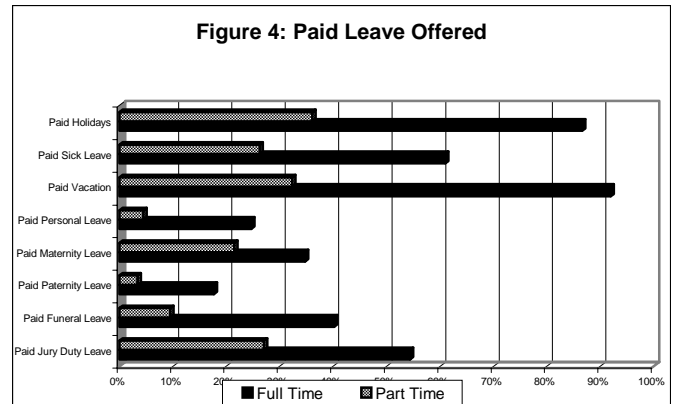
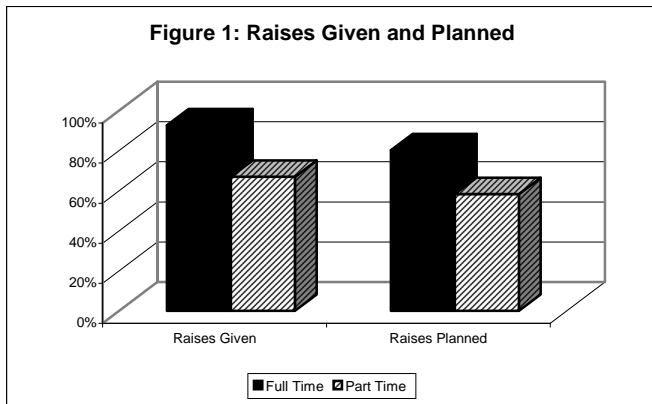
In August 2001, IDOL mailed a survey to 5,172 employers randomly selected from a stratified sample. Surveyed employers varied by number of employees, geographic region, industry, and type of ownership. The majority of businesses surveyed were privately owned, but some local, state, and federal government offices were also included. Surveys were returned by 2,728 employers, a response rate of 52.7 percent. Of those responses, only 2,380 of the employers had employees working for them. Of those 2,380 responses, 1,640 had at least one full-time employee, and 1,119 had at least one part-time employee.

For this survey, full-time employers are those who responded to the survey and reported having at least one full-time employee. Part-time employers are those who reported having at least one part-time employee. These two employer categories certainly overlap, as many employers have both full-time and part-time employees, but employers were asked to respond to each question regarding their full-time employees and their part-time employees as separate groups. When a percentage of full-time employees is given, it refers to the proportion of full-time employers surveyed who offered the benefit in question to their full-time employees. Percentages for part-time employees refer to the proportion of part-time employers surveyed who offered the benefit in question to their part-time employees. Survey results do not indicate the actual percentages of Idaho's labor force receiving each benefit. Table 1 shows the overall results for the survey.

Survey results for individual benefit categories are summarized below. A detailed analysis of benefits by region, industry, and business size will be published separately by the Idaho Department of Labor by the end of 2001. If you would like a copy of the detailed benefit survey, please email Jennifer Pirtle, Southwest Idaho Regional Labor Economist, at jpirtle@labor.state.id.us, or call her at 895-6642.

PAY RAISES

The majority of firms reported giving raises to their employees in the past year, with 92.7 percent of employers giving pay raises to full-time employees, and 67.0 percent of employers giving raises to part-time employees. Also, 80.2 percent of the employers planned to give raises to full-time employees within the 12 months following the survey, and 58.4 percent planned to offer raises to part-time employees. Figure 1 (page 23) shows the percentages of full- and part-time employers giving raises to their employees. Figures 2 and 3 (page 23) show the methods used for determining raises. Many employers give raises based on a number of factors, so some employers may be counted more than once.



PAID LEAVE

Firms were asked whether they provide their employees with paid time off for a variety of reasons including holidays, sick leave, vacation, personal leave, maternity leave, paternity leave, funeral leave, and jury duty leave. Figure 4 shows the types of paid leave offered by Idaho employers to full- and part-time workers.

Holidays. More than 86.5 percent of employers give paid holidays to their full-time employees, and 36.1 percent give paid holidays to their part-time employees. The total number of paid holidays varies by employer. According to the survey, 42.7 percent of full-time employers and 59.1 percent of part-time employers provided ten or more paid holidays per year. See Figures 5 and 6 for a breakdown of the number of paid holidays offered per year.

Sick Leave. Sixty-one percent of the employers surveyed offered paid sick leave to their full-time employees, while only 26.3 percent offered paid sick leave to part-time employees. The number of paid sick leave days available to workers depends on a variety of factors including length of service, industry, and employer size. Figures 7 and 8 (page 24) illustrate the number of annual sick leave days offered to full- and part-time workers in Idaho.

Vacation Leave. Ninety-two percent of the employers that responded to the survey offered some sort of paid vacation to their employees. The number of days offered varies, with the strongest determinant of how much paid vacation leave was offered being the employee's length of service. Figures 9 and 10 (page 24) illustrate the number of annual paid vacation days offered to full-time and part-time employees based on length of service.

Figure 7: Full-Time Sick Leave

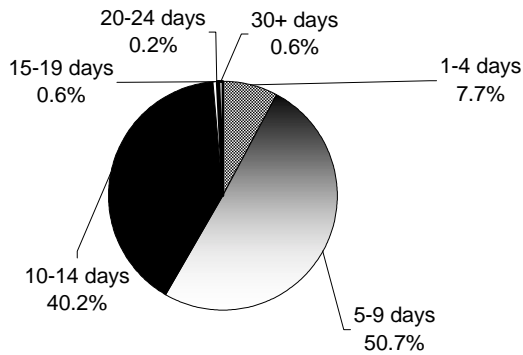


Figure 8: Part-Time Sick Leave

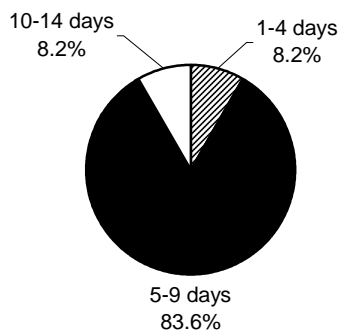


Figure 9: Paid Vacation (Full Time)

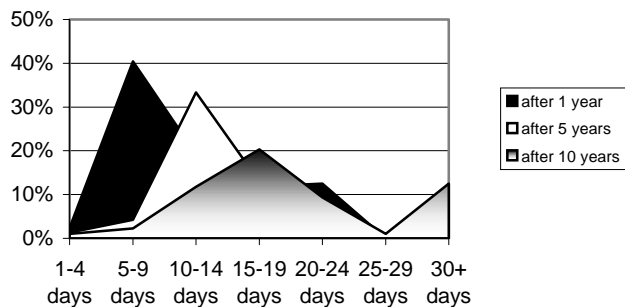
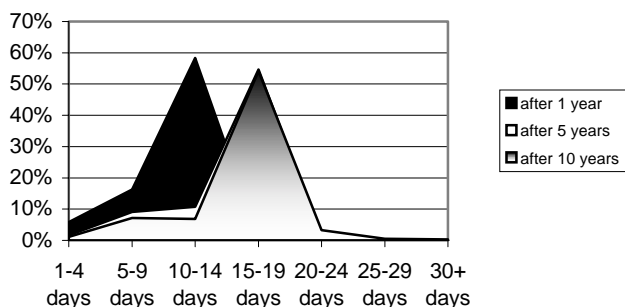


Figure 10: Paid Vacation (Part Time)



Personal Leave. A number of employers combine paid personal leave with vacation and/or sick leave or some other sort of paid leave, so the percentages of employers who offer this benefit are significantly less than for other benefits. Paid personal leave is offered to full-time employees by 24.7 percent of employers, and to part-time employees by 4.5 percent of employers. Figure 11 shows the number of paid personal leave days offered per year by Idaho employers. Most employers offer less than four days of paid personal leave regardless of employment status.

Paid Maternity/Paternity Leave. Paid maternity/paternity leave is offered by a small number of employers. Most employers offer some type of maternity/paternity leave, but that leave is often unpaid. Of the employers surveyed, 34.8 percent offered paid maternity leave to full-time employees, and 21.5 percent offered paid maternity leave to part-time employees.

Figure 11: Paid Personal Leave

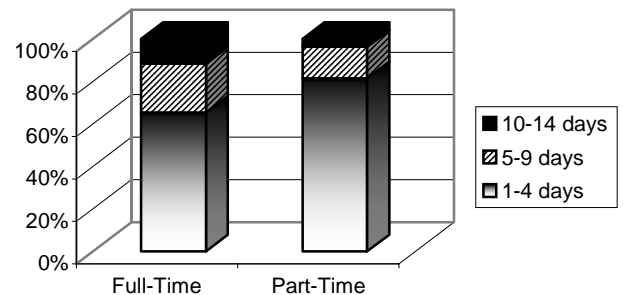


Figure 12: Paid Maternity Leave

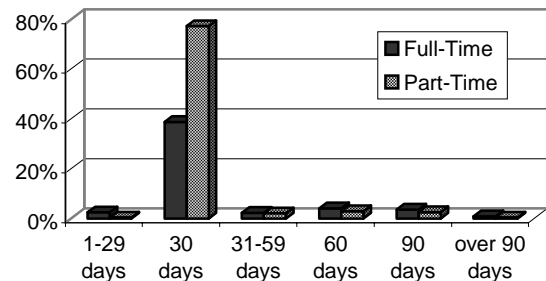
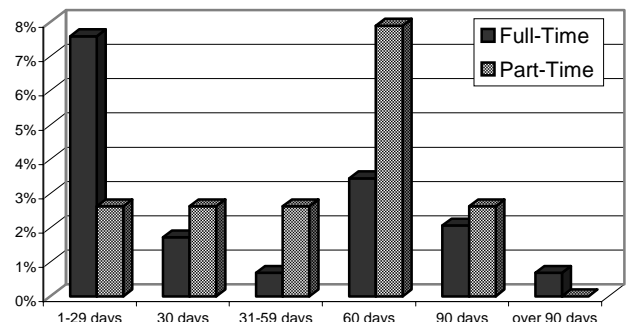


Figure 13: Paid Paternity Leave



Paid paternity leave was offered to full-time employees by 17.7 percent of employers; only 3.4 percent of the employers offered paid paternity leave to part-time employees. Figures 12 and 13 (page 24) show the number of maternity/paternity leave days that employers offer to their employees.

Paid Funeral Leave. A number of employers offer some form of funeral leave to their employees, but it may be unpaid or accounted for in vacation leave, sick leave, or personal leave. Of the employers surveyed, 40.2 percent offer paid funeral leave to full-time employees, and 9.5 percent offer it to part-time employees.

Paid Jury Duty Leave. Of the employers surveyed, 54.4 percent offer paid jury duty leave to full-time employees, while 27.1 percent offer paid jury duty leave to part-time employees.

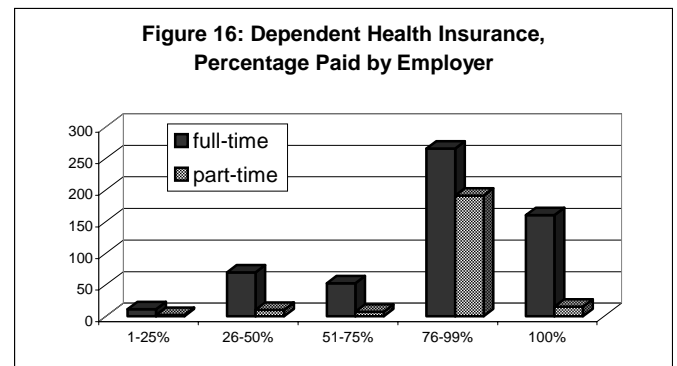
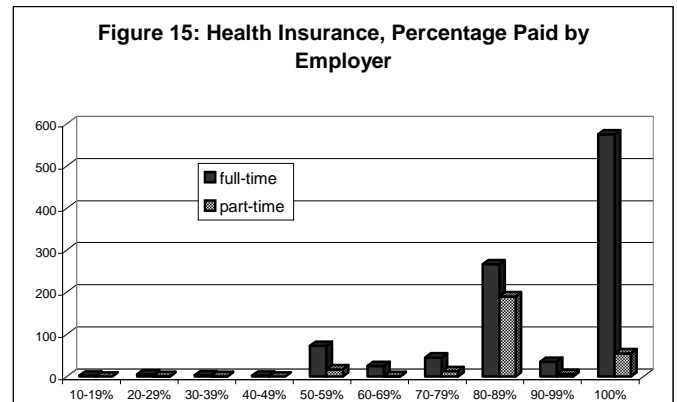
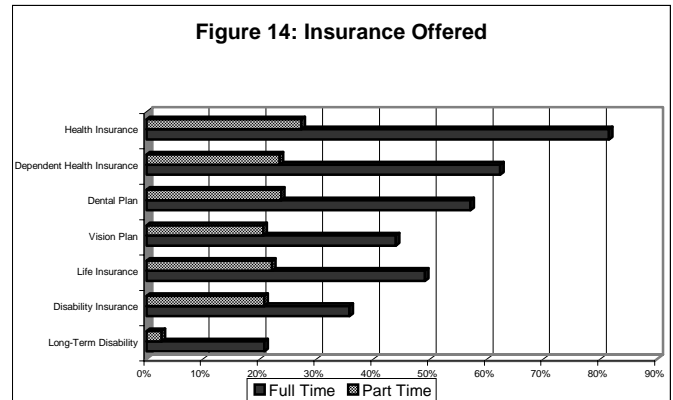
INSURANCE

Firms were asked whether they offer their employees certain types of insurance including health insurance, dependent health insurance, dental insurance, vision insurance, life insurance, short-term disability insurance, and long-term disability insurance. Figure 14 shows the different types of insurance offered by Idaho employers to full-time and part-time workers.

Health Insurance. In terms of health insurance, 81.5 percent of employers offer health insurance benefits to full-time workers, while 27.3 percent offer such benefits to part-time workers. This does not mean that more than 8 out of every ten full-time employees have health insurance; it simply means that health insurance is offered by more than 8 out of every ten employers to their full-time employees. Figure 15 shows the percentage of the insurance premium paid by the employer for health insurance. Regardless of employment status, most employers offering health insurance pay between 80 and 100 percent of the premium.

Dependent Health Insurance. Dependent health insurance is offered by 62.3 percent of employers to their full-time employees, and by 23.5 percent to their part-time employees. Figure 16 shows the breakdown of dependent health insurance paid by the employer. The majority of employers pay for approximately 80 percent of the dependent health insurance premiums, regardless of employment status.

Dental Plan. Nearly 6 of every ten Idaho employers (57.1 percent) offer some type of dental plan to their full-time employees. Part-time employees are offered a dental plan by 23.8 percent of employers. Figure 17 (page 26) shows the percentage of the premium paid by employers who offer dental plans to employees. Regardless of employment status, most employers who offer dental plans pay more than 50 percent of the premium.



Vision Plan. Vision insurance is offered to full-time employees by 44 percent of employers, and to part-time employees by 20.6 percent of employers. Some employers mentioned that their vision plans are part of their overall health benefits package, not a separate benefit. Figure 18 (page 26) shows the percentage of the premiums paid by employers who offer vision plans to both full- and part-time employees.

Life Insurance. Almost half of all employers offer life insurance to full-time employees (49.1 percent), and 22.2 percent offer these policies to part-time employees.

Disability Insurance. Short-term disability insurance is offered to full-time employees by 35.8 percent of employers; long-term disability insurance is offered to full-time employees by 20.8 percent of employers. Part-time employees are offered short-term disability insurance by 20.8 percent of employers; part-time employees are offered long-term disability insurance by 2.7 percent of employers.

Figure 17: Dental Plan, Percentage Paid by Employer

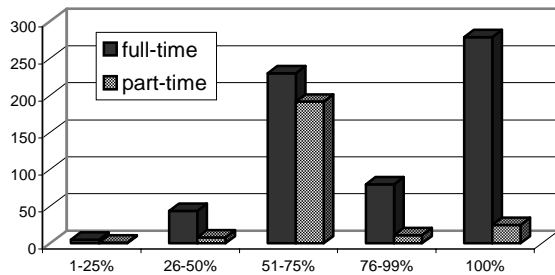


Figure 18: Vision Plan, Percentage Paid by Employer

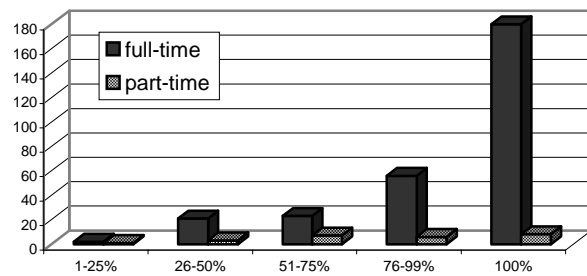


Figure 19: Retirement Plans Offered (full-time)

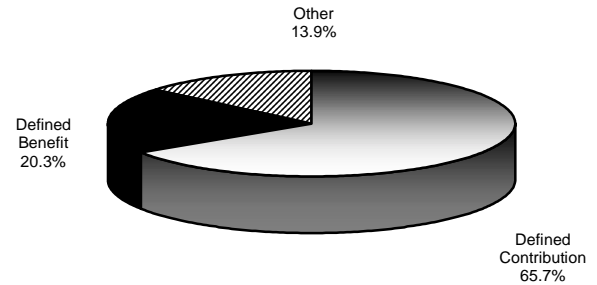
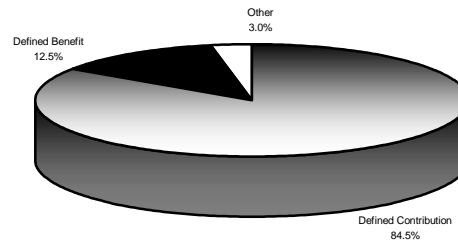


Figure 20: Retirement Plans Offered (part-time)



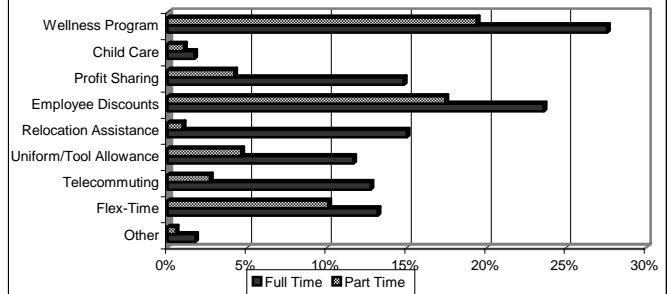
RETIREMENT

Nearly sixty-four percent (63.8) of employers surveyed offered some type of retirement plan to full-time employees, and 44.4 percent of employers offered a retirement plan to part-time employees. Figures 19 and 20 illustrate the type of retirement benefits offered to full-and part-time employees.

MISCELLANEOUS BENEFITS

A number of other benefits are offered to employees, depending on the type and size of the business. The most common benefit in this category was an employee wellness program, followed by employee discounts. Figure 21 shows the percentages of employers offering these miscellaneous benefits to full-time and part-time workers.

Figure 21: Miscellaneous Benefits



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